



Berhan Pharma
Care in Every Shipment

Berhan Pharma PLC - Controlled Website Copy

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COMPREHENSIVE CORPORATE POLICIES

Effective Date: January 20, 2023

Approved by: Board of Directors

ORGANIZATIONAL OVERVIEW

Berhan Pharma PLC is an Ethiopian-based importer and distributor of pharmaceutical, medical, and laboratory equipment. We do not engage in manufacturing or product assembly. Our operations are centered on responsible sourcing, regulatory compliance, safe distribution, and ethical business conduct.

SECTION 1: HUMAN RIGHTS AND LABOUR STANDARDS

Berhan Pharma PLC respects and promotes internationally recognized human rights and labour standards in alignment with Ethiopian Labour Proclamation No. 1156/2019. We uphold freedom of association, prohibit forced labour, and strictly forbid child labour under the age of 18 for hazardous roles. All work conditions, overtime, and leave entitlements comply with national labour laws.

SECTION 2: INCLUSION, DIVERSITY, AND GENDER EQUITY

We are committed to diversity, equity, and inclusion in all operations. Employment decisions are based on merit without regard to ethnicity, religion, gender, disability, or political opinion. Gender equality and disability inclusion are actively promoted. The company enforces zero tolerance for harassment, including sexual harassment, in compliance with the Ethiopian Criminal Code and Labour Proclamation.

SECTION 3: ENVIRONMENTAL RESPONSIBILITY

Berhan Pharma PLC operates in compliance with the Environmental Impact Assessment Proclamation No. 299/2002. We manage waste responsibly, reduce emissions, and promote sustainability in all operations.

SECTION 4: QUALITY MANAGEMENT

We maintain strict quality assurance and control systems in line with EFDA, ISO, and CE standards. All suppliers must be ISO, CE, and EFDA certified. Procedures are in place for product recalls, traceability, and complaint handling.

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BERHAN PHARMA PLC

Current official Berhan Pharma contact

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SECTION 5: OCCUPATIONAL HEALTH & SAFETY

We adhere to Ministry of Labour and Skills (MoLSA) occupational safety directives. The company provides personal protective equipment (PPE), conducts safety training, and ensures emergency procedures are in place.

SECTION 6: SUPPLY CHAIN ETHICS

All suppliers must be ISO, CE, and EFDA certified. We enforce ethical sourcing, traceability, and reject suppliers involved in unethical practices, including the use of conflict minerals in violation of Ethiopian and international trade laws.

SECTION 7: ETHICAL BUSINESS PRACTICES

We prohibit corruption, bribery, and conflicts of interest in all business dealings. All contracts and financial transactions must be transparent, lawful, and auditable.

SECTION 8: COMMUNITY IMPACT & COMPLIANCE

We engage in corporate social responsibility (CSR) activities that promote health, education, and community development. All operations comply with Ethiopian trade, tax, and import-export regulations.

SECTION 9: POLICY REVIEW & ENFORCEMENT

This policy will be reviewed annually. Violations will result in disciplinary action or legal measures in accordance with Ethiopian law.

Signed & Approved

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Kirubel Getachew
Managing Director, Berhan Pharma PLC
Date: January 20, 2023